

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 29 AUGUST 2023**

**ANGUS ALIVE: UPDATE ON KEY ISSUES**

**REPORT BY VIVIEN SMITH - DIRECTOR OF STRATEGIC POLICY, TRANSFORMATION & PUBLIC SECTOR REFORM**

**ABSTRACT**

This report provides an update in relation to the Change Requests that Angus Alive have submitted for consideration in respect of the properties and services they aim to cease operating in order to deliver the Change Programme savings targets agreed by the Council at the budget setting meeting on 2 March 2023. It seeks approval for feasibility studies to be undertaken and reported back to Committee in order for decisions to be taken regarding the future of these buildings and the services provided there. The report also seeks procurement authority in relation to proposed investment in Angus Alive's facility development programme.

**1. RECOMMENDATION(S)**

1.1 It is recommended that the Policy & Resources Committee:

- (i) Note the detail of progress made to date with community engagement, the emerging timeline, and the implications for Angus Alive delivering the Change Programme savings targets;
- (ii) Agree the proposal to develop Feasibility Studies for the four properties (i.e. Arbroath Community Centre, Brechin Town House Museum, Inglis Memorial Hall and Kirriemuir Gateway to the Glens Museum), which will be led by a community group closely linked with each building, and reported back to Committee at a later date;
- (iii) Agree that the four properties noted in recommendation (ii) above will be available to be booked by community groups so that activities can continue to take place until a final solution has been approved by Committee and is in place for each property;
- (iv) Agree the proposed arrangements to support wildfowling activity for the forthcoming season at Montrose Basin, and note the ongoing need to establish a longer-term solution;
- (v) Agree the extension of the Director of Finance's delegated authority with respect specifically to the 2 ring-fenced funding sources noted at paragraph 8.3 to 31 March 2025; and
- (vi) Agree the procurement authority for the proposed investment in Angus Alive's facility development programme, following the sourcing strategies as set out in paras 7.3 and 7.4 below, with an estimated total value of £320,000, to be funded from Angus Alive's Investment Fund.

**2. ALIGNMENT TO THE COUNCIL PLAN**

2.1 This report principally aligns to the key priorities of 'Caring for our Economy' and 'Caring for our Place':

- be more commercial in our approach to contracts and support growth of business locally whenever possible through a community wealth building approach;
- support Angus Alive to transform its business to ensure a sustainable culture and leisure offer;

- engage with communities to support their ambitions to deliver on local aspirations (e.g., community asset transfer requests, community gardens, food hubs);
- maximise funding opportunities and grants to the Third Sector and communities to support their ambitions to deliver services; and
- enhance and restore Angus Biodiversity, corporately and with a range of stakeholders.

### 3. BACKGROUND

- 3.1 Reference is made to Paragraph 5, point 17 of the [minutes of meeting of the Special Angus Council meeting held on 2 March 2023](#). At that meeting Council agreed as follows: *“notes and approves the recommendations as set out in Report 53/23 as submitted jointly by the Director of Finance and the Director of Strategic Policy, Transformation and Public Sector Reform relating to ANGUSalive Charges Review & Budget Settlement 2023/24, subject to the following additional wording to recommendation 1.1 – ‘subject to ANGUSalive adhering to the change process already agreed’”*.
- 3.2 Reference is also made to [Report 364/22](#) agreed by the Council at its meeting on 3 November 2022, which considered the latest update to Angus Alive’s transformation programme and agreed to engage communities to explore opportunities for involvement in service delivery be they libraries, museums, or town halls to see these valued services continue to thrive.
- 3.3 Members may also recall from the budget setting meeting on 2 March 2023 that the Council’s Change Programme (Report 40/23 [Appendix 2](#) refers) agreed to make savings of £1.5m from the level of management fee paid to Angus Alive over the 3-year period 2023/24 to 2025/26. That was part of the solution to address the Council’s significant financial challenges over that same period. Angus Alive’s Business Plan was prepared in the context of responding to that requirement ([Report 53/23](#), [Annex 2](#) refers).

### 4. CURRENT POSITION

#### Introduction/ Overview

- 4.1 As part of Angus Alive’s Business Plan to address that management fee reduction, they have proposed to cease operating services at five sites. The sites, along with some background information on each, are set out below:

#### **(i) Inglis Memorial Hall, Edzell**

Inglis Memorial Hall and its library is an impressive, Category A listed building that was gifted by Lieutenant Colonel Robert William Inglis in 1898 by a Deed of Gift in favour of the then Parish Council of Edzell for the use and benefit of the inhabitants of the Edzell Parish. The rights and obligations of this gift have since transferred to successor Councils covering the former Edzell Parish. Capital funds (£6,031) and Revenue funds (£92) are the responsibility of Angus Council Charitable Trust (ACCT), with all 28 Angus Council elected members being trustees. The trustees were limited to the 3 elected members for the Brechin & Edzell ward prior to the establishment of ACCT in 2014. The asset value is accounted for as part of the Council’s General Fund. Over recent years it has been operated by Angus Alive on the Council’s behalf as part of a Licence to occupy arrangement, while the Council’s General Fund has continued to pay for all building related matters, including maintenance and energy costs.

Angus Alive have intimated their desire to cease operating the facility from 31 October 2023. As part of the Change Process the Council requires to consider the feasibility of it continuing to operate the service, which will be at a cost to the Council. The Council may require to undertake a consultation with the public in assessing the options available going forward. The Council would also require to undertake a public consultation and court petition to seek the discharge of the rights and obligations of the original Deed of Gift. The potential disposal of the building in the normal manner would therefore be subject to the outcome of the consultation and court decision.

#### **(ii) Brechin Townhouse Museum**

Brechin Townhouse Museum is located in the centre of Brechin. It is a Category B listed building and a common good asset. Rental income of £11,000 per annum is paid from the Council’s General Fund to the common good fund, which is managed by the Council on behalf of the

community of Brechin. It is a relatively small museum and a recent independent review of all museums across Angus has led to the request from Angus Alive to cease operating the facility following the end of seasonal opening on 31 October 2023. The Angus Alive Board has indicated they will continue operating the facility for the current season which ends on 31 October 2023.

As part of the Change Process the Council requires to consider the feasibility of it continuing to operate the service, which will be at a cost to the Council. The Council may require to undertake a consultation with the public in assessing the options available going forward. The Council would also require to undertake a public consultation and court petition to seek the discharge of the rights and obligations of the common good. The potential disposal of the building in the normal manner would therefore be subject to the outcome of the consultation and court decision.

### **(iii) Gateway to the Glens Museum**

The Gateway to the Glens Museum is located in the centre of the town of Kirriemuir. It is a Category B listed building. It is a relatively small museum and a recent independent review of all museums across Angus has led to the request from Angus Alive to cease operating the facility. The Angus Alive Board has indicated they will continue operating the facility for the current season which ends on 31 October 2023 to allow time for an alternative solution to be found.

As part of the Change Process the Council requires to consider the feasibility of it continuing to operate the service, which will be at a cost to the Council. The Council may require to undertake a consultation with the public in assessing the options available going forward. The potential disposal of the building in the normal manner would therefore be subject to the outcome of the consultation.

### **(iv) Arbroath Community Centre**

Arbroath Community Centre (former Drill Hall headquarters of the Arbroath Rifle Volunteers from 1883) is one of three sports centres operated by Angus Alive on behalf of the Council in the town of Arbroath. It is a Category C listed building. Most recently it has been used as the main vaccination centre for the area by NHS Tayside. Given the financial constraints faced by Angus Alive, they intimated their desire to cease operating the facility from the earliest opportunity after 31 March 2023 and are no longer taking bookings for the venue.

As part of the Change Process the Council requires to consider the feasibility of it continuing to operate the service, which will be at a cost to the Council. The Council may require to undertake a consultation with the public in assessing the options available going forward. The potential disposal of the building in the normal manner would therefore be subject to the outcome of the consultation.

### **(v) Montrose Basin**

Angus Alive currently provides a Countryside Adventure Ranger Service that covers Monikie, Crombie and Forfar Loch Country Parks; Glen Doll Ranger Base; and Montrose Basin, which has Local Nature Reserve status to preserve, manage, regulate and protect the nature reserve habitat. Local Byelaws have been enacted and only the issue of permits or public notice may authorise any activity in the Reserve which would otherwise be unlawful under the Byelaws.

Unlike other sites, there is only a limited amount of land owned by the Council at Montrose Basin. The main activity undertaken is by Angus Alive who operate and manage the permitting scheme for wildfowling on behalf of the Council (e.g. take payment of fees; check details of insurance; and shot gun licence information). The Reserve is internationally important and has multiple other designations (Site of Special Scientific Interest, Ramsar, Special Area of Conservation and Special Protection Area. It is particularly important for birds, especially migrant waders and wildfowl attracted by either abundant food supplies or a safe roost site. It is internationally important for Pink-footed Goose, Knot and Redshank and nationally important for Shelduck, Wigeon and Eider.

Angus Alive have also been responsible for the Warden activities to ensure compliance with the Byelaws. However, due to the financial position and reduction in the number of Countryside Rangers, Angus Alive are proposing to cease this service provision in advance of the new wildfowling season in September 2023. Angus Alive also contributes to the practical

management of the site in collaboration with Scottish Wildlife Trust to 'manage, regulate and protect the nature reserve habitat' in line with the LNR status. This includes access management, public engagement, survey work, and practical habitat management in addition to regulation to the byelaws.

As part of the Change Process the Council requires to consider the feasibility of it continuing to operate the service, which will be at a cost to the Council. The Council may require to undertake a consultation with the public in assessing the options available going forward.

#### **Change Request Update**

- 4.2 The Angus Alive Business Plan and proposals were noted and approved by the Council at the budget-setting meeting on 2 March 2023, subject to Angus Alive adhering to the change process contained in the legal agreements between Angus Alive and the Council. Change Request relating to each of the above sites are currently in progress by Angus Alive and it is expected they will be received by the Council in a valid form in the near future.
- 4.3 For clarity, the responsibility for library and museum collections will remain with Angus Alive on behalf of Angus Council, should the relevant venues remain open. This is likely to include for example, cataloguing, researching, interpreting and making accessible the collection; managing membership of the VisitScotland Quality Assurance Scheme; and ensuring retention of Accredited Museum status, if this aligns with the future use.
- 4.4 The current agreement with Angus Alive specifies that a valid Change Request will remain open to be accepted by the Council for a period of 30 days from the date of receipt. Angus Alive have therefore been requested to extend the timeline in order that the Council can progress engagement and consultation on the proposals (where applicable). There is a high risk however that this may have an impact on Angus Alive's ability to deliver the value of savings within the timescales set out in the Council's Change Programme.
- 4.5 This approach has been adopted to allow the opportunity for engaging with communities to gauge the level of interest for taking on and running services from those facilities for themselves - trying to establish a 'win-win' solution if that is possible.
- 4.6 There are many examples of communities taking on and running community facilities right across Angus, therefore a high likelihood that with the correct support and guidance, a positive solution can be found for each of the communities. For example: Village Halls, Brechin City Hall, Camera Obscura, Friockhub, Montrose Playhouse, East Haven toilets and most recently the Monifieth Community Resource Group, who are now progressing the development of a joint community hub and library.

#### **Community Engagement Events**

- 4.7 Initial community engagement events were held for the four buildings (i.e. Inglis Memorial Hall, Brechin Town House Museum, Kirriemuir Gateway to the Glens Museum and Arbroath Community Centre) at the end of May/ beginning of June to explore interest in the running of the buildings and or services in question with known potentially interested parties. The engagement exercises were also undertaken with Angus Alive due to their continued responsibilities in respect of the museum collections.
- 4.8 At the engagement events, background to the financial position of the Council and Angus Alive was explained, along with the rationale for Angus Alive's position with their Business Plan. Details about the building and the services currently delivered from the buildings by Angus Alive was also explained, so that those attending had all the details to decide if it is something to pursue or not.
- 4.9 Exploring this further would also include the ongoing revenue costs, and the potential for this being the responsibility of any interested party. It was highlighted that community groups may be able to access funding that the Council cannot support that approach. Community Groups with the correct constitution may also be able to benefit from Non-Domestic Rates (NDR) Relief. Building Asset Management Plans, along with a summary of key financial information was shared with those in attendance.
- 4.10 It was explained that the Council can also provide support through the Vibrant Communities Community Development team to any group or collection of groups with their fundraising efforts, business planning or governance in terms of being able to either take on a lease or to go down the route of a community asset transfer, or indeed to look at a sale if that is what makes most sense.

- 4.11 Each of the events were well attended and interested parties left contact details to be included in future developments. Much of the feedback from each of the engagement events was similar and is summarised below:
- Interest in running facilities but require clarity on detail of how any arrangement with the Council would work.
  - Concern at potential for highly regarded community facilities potentially being closed by the Council.
  - Queries on building condition, suitability and potential maintenance items, including structural assessments and listed status of some of the buildings.
  - Requirement for user information/ data.
  - Concerns over common good implications at Brechin Townhouse Museum and future use.
  - Concerns over Inglis Memorial Trust implications and future use/ obligations of the Council.
  - Needs to be stronger links and more emphasis on Angus Cultural Strategy.
  - Some concerns over Angus Alive's approach to promoting and marketing current facilities.
  - Queries on revenue running costs and responsibility for those and other building related aspects.
  - Concerns on ability to generate income, particularly relating to the two museums.
  - Desire for more information on potential funding streams.
  - Need for 3<sup>rd</sup> party support to provide independent advice to groups.
  - Queries on potential for bookings/ events based on Angus Alive's declared intentions to cease service operations at specific times e.g. how would events at Inglis Memorial Hall beyond 31 October 2023 be supported and others have also indicated an initial interest in potentially holding specific events.
- 4.12 At this stage, the issues highlighted above are to be expected, and officers attending these events provided reassurance that these items would be addressed with support from the Vibrant Communities Community Development team if any proposal was to be progressed by a group, and to ensure that any solution was viable and sustainable going forward.
- 4.13 It is also emphasised that the level of interest and commitment demonstrated from groups attending the events was extremely positive and encouraging overall.

## **5. PROPOSALS FOR THE FOUR BUILDINGS**

### **Follow Up Community Engagement Events**

- 5.1 Follow up engagement events, for those who had expressed an interest at the first events, were held for each of the four buildings during early/ mid-July.
- 5.2 Having considered the feedback from the first events, officers identified the next key step as being the requirement for feasibility studies to be prepared by independent consultants for each of the buildings. The feasibility studies to be aimed at addressing the technical, financial, market and operational viability themes emerging from the initial community engagement events. Therefore, this provided the main focus for these follow up events, including identifying a community group to take the lead role.

### **Feasibility Studies**

- 5.3 Monies have been made available from the UK Shared Prosperity fund to allow Public Sector services, community groups and organisations apply for funding to carry out a feasibility study. This funding was made available to services, groups and organisation for testing concepts, and undertaking background work enabling projects and initiatives to move closer to their delivery stage and be 'funding ready'. Monies have been ringfenced for the four properties that Angus Alive have submitted Change Requests.
- 5.4 At each of the follow up engagement events this was discussed, and the lead community groups best placed to apply for the funding to carry out the feasibility studies was agreed as follows:
- Inglis Memorial Hall: To be confirmed, however Edzell Village Improvement Society (EVIS) are exploring the potential with the wider community to establish a sub-group to support this initiative.
  - Brechin Town House Museum: Friends of Brechin Townhouse Museum.
  - Kirriemuir Gateway to the Glens Museum: Kirriemuir Regeneration Group.
  - Arbroath Community Centre: Showcase the Street.

- 5.5 Since these events, officers have shared a note of the meeting, a draft brief for the Feasibility Study, and a list of organisations who can support the feasibility study work through advice and signposting to appropriate consultants who can carry out this type of commission.
- 5.6 The lead community groups have been asked to develop the brief to suit the requirements for their specific building, and other interested parties have also been invited to contribute. It is highlighted that the feasibility studies (and the consultants undertaking them) are being instructed by the groups themselves (and paid for via grant funding). The Council is not responsible for the specification behind these instructions.
- 5.7 The broad timeline outlined to progress this work is noted below:
- Develop brief and appoint consultant – by end August
  - Consultant to progress and complete feasibility study – start September to end November (3 months)
  - Agree Next steps pending outcome of feasibility study – December

This timeline is relatively ambitious with a dependency on the lead community group input and consultant appointment. However, at the time of writing this report, the initial steps are progressing broadly to plan.

- 5.8 It was also explained that the identified lead community group will be required to openly share the Feasibility Study report with the Council, along with all those interested parties/ community groups who have already expressed an interest.
- 5.9 The outcomes from the feasibility studies will be reported to elected members setting out the next steps for each of the properties. This may be different for each building depending on the specifics that emerge and will also require to take cognisance of the particular property ownership obligations. It may also require a period of further consultation with the communities affected.
- 5.10 However, members should also be aware that if there is not a viable solution emerging, then the option of officers recommending disposal of the buildings remains a possibility, subject to the required consultation.
- 5.11 The timings for the conclusion of the process are therefore variable and members will be unable to give final approval to Angus Alive's Change Requests until such time as a final solution has been identified and agreed. As noted earlier, these timings are not in accordance with the agreement and is therefore reliant on Angus Alive's ongoing support which may also impact their ability to deliver the value of savings within the timescales set out in the Council's Change Programme. Angus Alive have however indicated that they are planning staffing changes in line with the timings in their Business Plan.

#### **Timeline Implications for Angus Alive**

- 5.12 As noted earlier in this report, part of Angus Alive's Business Plan, addressing the £500k savings required through the Council's Change Programme (in 2023/24), is based on them no longer providing services at the various sites from the timescales indicated (i.e. from 31 October 2023 for Inglis Memorial Hall, Brechin Townhouse Museum and Kirriemuir Gateway to the Glens Museum; and Angus Alive are no longer taking any bookings at Arbroath Community Centre).
- 5.13 Based on the emerging timings as noted in para 5.7 above, there will be a requirement to support Angus Alive to deliver the savings required by the Council and maintain the business as a 'going-concern', while supporting the process of engaging community groups in potential future operations which is now extending beyond the dates included in Angus Alive's Business Plan position.
- 5.14 Community Groups have also expressed a desire to use the properties beyond 31 October 2023 to support community activities. For example, the Edzell Drama Club wish to book the hall for a production, and the Friends of Brechin Townhouse Museum have indicated a desire to hold a Christmas event at that venue.
- 5.15 It is in the Council's best interests to support these community groups and others who may come forward. This requires a flexible response by the Council to suit the circumstances. Members are therefore asked to agree that the four properties noted in recommendation (ii)

above will be available to be booked by community groups so that activities can continue to take place until a final solution is in place for each property.

- 5.16 The properties will therefore remain in accordance with the existing contractual agreements until a final decision on their future is determined and implemented. Any financial implications emerging due to this continued Angus Alive support beyond 31 October will be considered through the Angus Alive management agreement and, if required, can be supported on a one-off basis.

## 6. PROPOSALS FOR MONTROSE BASIN

- 6.1 The new wildfowling season is due to commence from the beginning of September 2023. At this stage no final solution has been identified to support Angus Alive to cease this service provision as per their declared Business Plan intentions. Discussions have been ongoing to establish a way forward to ensure appropriate arrangements are in place for the coming season; and longer-term options are being developed.
- 6.2 Agreement has been reached that Angus Alive will continue to manage the issue of online wildfowling permits for the coming season 2023/24. The online route to obtaining a permit is currently an intrinsic part of Angus Alive's website and administrative processes. Therefore, this will take further time to relocate this service provision. Angus Alive will keep a record of the process and time commitment to assist with the long-term options appraisal.
- 6.3 In the meantime, Scottish Wildlife Trust (SWT) have agreed to undertake the warden role for the coming season. Angus Alive and SWT are working through the specific details (e.g. suitable checks before issuing permits), including the financial implications and how to share the income. Any financial shortfall will be negotiated with the Council through the Angus Alive management agreement and, if required, can be supported on a one-off basis.
- 6.4 It is highlighted that the Council's Economic Development team will promote the season so that more tickets can be sold/ income generated. External funding is also being explored to support the current season and mitigate the potential impact.
- 6.5 Legal and Democratic services officers have also been examining longer term options and met with Nature Scot in relation to the Local Nature Reserve status. This will support further engagement with interested parties over the coming months to find an ongoing long-term solution.

## 7. PROCUREMENT AUTHORITY FOR FACILITY DEVELOPMENT PROGRAMME

- 7.1 At its meeting on 23 June 2023, the Angus Alive Board agreed a range of Equipment Investment and Facility Development initiatives from its Investment Fund. The Investment Fund (previously known as the Renewal & Repairs Fund) plays a critical role in the success of Angus Alive by ensuring that resources are available for future investment in equipment and facility improvements to enable provision of a high-quality customer experience and IT provision to support technology refresh integral to the successful operation of the charity.
- 7.2 The ownership of equipment is retained and procured by the Council. A number of items are within Directors' delegated authority levels in the Financial Regulations. However, agreement to the procurement authority for relevant items over the Directors' delegated authority level with an overall estimated value of £320,000 is sought from Committee. These are as follows:

Facility Development	Proposed Investment	Estimated Expenditure
Carnoustie Sports Centre	Squash Court Conversion: conversion of an under-utilised squash court into a multi-use space for a variety of different class types i.e. functional/ HIIT/ Yoga/ Pilates	£50,000
Carnoustie Sports Centre	Installation of Soft-Play and Tag Active Solution: invite suppliers to design, supply and build a bright and modern soft play provision to replace the use of the current provision in the Beach Hall. Submissions will evidence how the proposed solution will help ANGUSalve achieve its overall goal to grow revenue by attracting and retaining soft play customers.	£200,000

Facility Development	Proposed Investment	Estimated Expenditure
Saltire Sports Centre	Studio Conversion: conversion of an under-utilised spin studio into a multi-use space for a variety of different class types i.e. functional/HIIT/Yoga/Pilates/Spin	£70,000
	<b>Total</b>	<b>£320,000</b>

7.3 The sourcing strategy for the squash court conversion and studio conversion will be via mini competition from the Eastern Shires Purchasing Organisation (ESPO) framework agreement.

7.4 The sourcing strategy for the installation of soft-play and tag active solution will utilise the quick quote process through Public Contracts Scotland.

## 8. FINANCIAL IMPLICATIONS

### Timeline Implications for Angus Alive

8.1 As highlighted earlier in this report, Angus Alive will be required to continue to take a role during the transition period for the four buildings and Montrose Basin, until such time as final solutions have been identified and agreed. This is not aligned with the timing in Angus Alive's Business Plan to meet the savings target agreed in the Council's Change Programme.

8.2 Angus Alive have indicated that the overall value of cashable savings from the proposed changes (through staffing and some supplies and services) are in the region of £140,000. It will also allow Angus Alive to improve overall efficiency by prioritising staff resources, development plans and activity across their other venues.

8.3 Council officers will address the ongoing support through the Angus Alive management agreement and any cost pressures identified and agreed can be met on a one-off basis from the £458,000 2020/21 budget saving set-aside and/ or from the £265,000 loss of income funding (Report 53/23 refers), both of which are accounted for in the Council's reserves, and the Director of Finance has delegated authority to pay to Angus Alive if required.

### Procurement Authority for Facility Development Programme

8.4 In respect of the procurement of Equipment Investment and Facility Development initiatives as detailed at section 7 above, this will be fully funded from Angus Alive's Investment Fund which have been built up using annual net income since the company began operating in December 2015.

8.5 At 31 March 2023 there is a balance on the Investment Funds totalling £2,193,808. Some £278,337 of this is already held on the Angus Council balance sheet to be utilised at the direction of Angus Alive, with the remaining £1,915,471 retained on the Angus Alive balance sheet until required.

### Going Concern

8.6 Work is currently ongoing as part of the Angus Alive audit process regarding the assessment of Angus Alive as a going concern. This assessment will look at the 12-month period following the expected conclusion of the Angus Alive audit – effectively start of October 2023 to end of September 2024 – and is currently supported by the ring-fenced funds set aside in the Council's reserves as noted at paragraph 8.3 above. Per the Director of Finance's delegated authority, these funds currently support the first 6 months of the going concern assessment period.

8.7 Members are reminded of the comments elsewhere in the report around the risk that the timings for conclusion and approval of Angus Alive's change requests does impact Angus Alive's ability to deliver the currently required value of savings and their ability to continue to operate legally as a going concern.

8.8 Given this risk, alongside the timing of the going concern assessment period and the timing of the conclusion of the Angus Alive audit, members are requested to approve the extension of the Director of Finance's delegated authority with respect specifically to the 2 ring-fenced funding sources noted at paragraph 8.3 above to 31 March 2025. This will help ensure a successful outcome to the going concern assessment and a successful conclusion to the Angus Alive audit.



8.9 As in past years, members are asked to note that this approval will allow the Director of Finance to sign the necessary letter of support that the Angus Alive auditors will require to conclude their audit work.

## 9. EQUALITY IMPACT ASSESSMENT

9.1 An Equality Impact Assessment has been carried out and is attached. While this is a composite EIA meantime covering the content of this report, specific EIAs as required in relation to each proposal, will be developed in due course to support any final decisions.

## 10. CONSULTATION

10.1 The Senior Leadership Team of Angus Alive have been consulted in the preparation of this report.

**NOTE:** The background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) which were relied on to any material extent in preparing the above report are:

- [Report 53/23](#), [Annex 1](#), [Annex 2](#), [Annex 3](#) - ANGUSalve Charges Review and Budget Settlement 2023/24 (Council, 2 March 2022)
- [Report 364/22](#), [Appendix 1](#), [Appendix 2](#), [Appendix 3](#), [Appendix 4](#), [Appendix 5](#), [Appendix 6](#) and [Appendix 7](#) – ANGUSalve: Transformation Programme Update (Council, 3 November 2022)
- [Report 313/22](#) – Monifieth Community Hub & Monifieth Library – Costs, Funding & Consultation Update (Council, 8 September 2022)
- [Report 312/22](#) – ANGUSalve: Transformation Programme Update (Council, 8 September 2022)
- [Report 181/22](#) – ANGUSalve: Update (Council, 30 June 2022)
- [Report 108/22](#) – ANGUSalve: Update (Council, 10 March 2022)
- [Report 61/22](#), [Annex 1](#), [Annex 2](#) and [Annex 3](#) - ANGUSalve Charges Review and Budget Settlement 2022/23 (Council, 3 March 2022)
- [Report 38/22](#), [Appendix 1](#) – ANGUSalve: Update (Council, 10 February 2022)
- [Report 393/21](#), [Appendix 1](#) and [Appendix 2](#) - ANGUSalve: Update (Council, 16 December 2021)
- [Report 283/21](#), [Appendix 1](#) and [Appendix 2](#) – ANGUSalve: Update (Council, 17 September 2021)
- [Report 220/21](#), [Appendix 1](#) and [Appendix 2](#) – ANGUSalve: Update (Council, 24 June 2021)
- [Report 105/21](#) – ANGUSalve: Update (Council, 18 March 2021)
- [Report 67/21](#), [Appendix 1](#) – ANGUSalve Charges Review and Budget Settlement 2021/22 (Council, 4 March 2021)
- [Report 36/21](#), [Appendix 1](#) – ANGUSalve: Update (Council 11 February 2021)
- [Report 334/20](#), [Appendix 1](#), [Appendix 2](#) and [Appendix 3](#) – ANGUSalve: Update (Council, 17 December 2020)
- [Report 272/20](#), [Appendix 1](#), [Appendix 2](#) and [Appendix 3](#) – ANGUSalve: Update (Council, 5 November 2020)
- [Report 224/20](#), [Appendix 1](#) and EIA – ANGUSalve: Update (Council, 10 September 2020)

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## Equality Impact Assessment Form

### Step1

#### Angus Alive: Update on Key Issues

### Step 2

Is this only a **screening** Equality Impact Assessment

Yes/No

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes/No

Is this a Fairer Scotland Duty Assessment

Yes/No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

(i)Lead Directorate/Service: **Strategic Policy, Transformation & Public Sector Reform**

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

**There are a number of legal implications with this proposal relating to the potential change in service provision and use of buildings, including common good implications relating to Brechin Townhouse Museum and Deed of Gift obligations relating to Inglis Memorial Hall.**

**Local Bylaws are part of the considerations in relation to the service provision at Montrose Basin.**

(iii)What is the aim of the proposal? Please give full details.

**This report asks Members to agree the proposal to develop Feasibility Studies for the four properties (Arbroath Community Centre, Brechin Town House Museum, Inglis Memorial Hall and Kirriemuir Gateway to the Glens Museum), which will be led by a community group closely linked with each building. The implications in relation to each building and Montrose Basin will be subject to further development work before any final decisions are made.**

**Part of the proposal is technical in nature relating to the procurement authority.**

(iv)Is it a new proposal?      **Yes/No**      Please indicate      OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function?      **Yes/No**      Please indicate

**It is the development of proposals following the intimation of Angus Alive to cease operations at 5 sites as part of their Business Plan for 2023/24 which was noted and approved at the Council budget setting meeting on 2 March 2023, 'subject to ANGUSalive adhering to the change process already agreed'.**

**Step 4: Which people does your proposal involve or have consequences for?**

Please indicate all which apply:

Employees      **Yes/No (Angus Alive employees)**

Job Applicants      **Yes/No**

Service users      **Yes/No**

Members of the public      **Yes/No**

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

The data from the initial community engagement events has been used to inform this assessment (see step 8). Internal data will be provided by Angus Alive as required and used in the detailed EIAs that will be prepared to support any final decisions required in due course.

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

**Internal consultation will be carried out by Angus Alive with their staff and relevant trade unions and reflected in the detailed EIAs that will be prepared to support any final decisions required in due course.**

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

**External data will be used by Angus Alive and Angus Council as required and detailed in the EIAs that will be prepared to support any final decisions required in due course.**

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils).

**External engagement has commenced with each of the communities affected by the proposals that are currently being developed. Subject to members agreement, Feasibility Studies are to be progressed which will include further engagement and consultation in communities affected to identify potential issues.**

**Other** (general information as appropriate).

### **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold? **Yes/No**

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

**Current evidence will be examined to identify any gaps in equality information. Equality information for the services/ buildings is held by Angus Alive and will form part of the Feasibility Study work.**

**Step 7: Are there potential differential impacts on protected characteristic groups?** Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age

**Impact – This is unknown and will be assessed for each of the services/ buildings. There may be higher portion of users in certain age categories related to each service/ building.**

**In terms of the proposed Investment in Facility Developments, this is likely to have a positive impact on children with the introduction of soft play equipment.**

Disability

**Impact – No anticipated differential impact.**

Gender reassignment

**Impact - No anticipated differential impact.**

Marriage and Civil Partnership

**Impact - No anticipated differential impact.**

Pregnancy/Maternity

**Impact - No anticipated differential impact.**

Race - (includes Gypsy Travellers)

**Impact - No anticipated differential impact.**

Religion or Belief

**Impact - No anticipated differential impact.**

Sex

**Impact - In terms of the proposed Investment in Facility Developments, this is likely to have a positive impact through the squash courts and studio conversations to support more functional/ HIIT/ Yoga/ Pilates classes which tends to be used to a greater extent by women.**

Sexual orientation

**Impact - No anticipated differential impact.**

#### **Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

**Initial engagement events have been undertaken in relation to each of the four buildings. This involved face to face meetings and the following issues were highlighted:**

- **Interest in running facilities but require clarity on detail of how any arrangement with the Council would work.**
- **Concern at potential for highly regarded community facilities potentially being closed by the Council.**
- **Queries on building condition, suitability and potential maintenance items, including structural assessments and listed status of some of the buildings.**
- **Requirement for user information/ data.**

- Concerns over common good implications at Brechin Townhouse Museum and future use.
- Concerns over Inglis Memorial Trust implications and future use/ obligations of the Council.
- Needs to be stronger links and more emphasis on Angus Cultural Strategy.
- Some concerns over Angus Alive's approach to promoting and marketing current facilities.
- Queries on revenue running costs and responsibility for those and other building related aspects.
- Concerns on ability to generate income, particularly relating to the two museums.
- Desire for more information on potential funding streams.
- Need for 3<sup>rd</sup> party support to provide independent advice to groups.
- Queries on potential for bookings/ events based on Angus Alive's declared intentions to cease service operations at specific times e.g. how would events at Inglis Memorial Hall beyond 31 October 2023 be supported?

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

**There will be further consultation with community groups and citizens as proposals are developed which will look to reduce any negative impacts as far as possible should they arise.**

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

Feasibility Studies are being explored to establish the options available to continue to use of the buildings and services. More detailed EIAs will be prepared on specific proposals once they emerge.

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

No specific negative impacts identified at this stage. However, in the event that a decision is taken in future for the existing services to be stopped and buildings closed, there may be a negative impact. More detailed EIAs will be prepared on specific proposals once they emerge.

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to:** eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

The current proposal to develop Feasibility Studies for the four properties is promoting an approach whereby existing services and buildings have the potential opportunity to remain open and to be supported by a community led approach.

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

The community led approach may identify new opportunities to utilise the facilities and deliver services that support a broader diversity of citizens from each of the communities.

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact Assessment?**

Performance data will be collected and included in future reports where applicable.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

On Angus Council's website.

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

Prepared by: Gordon Cargill, Service Leader (Governance & Change), 27/7/23

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities), 28/7/23

Approved by: Vivien Smith, Director of Strategic Policy, Transformation & Public sector Reform, 28/7/23

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